

Exhibit

16

Employee Name: Temple, Jerry

S.S. No: 416-84-8904

Continuous Improvement Summary

Performance Highlights and Targets Missed (Results compared to objectives)		Summary		(Summarize Highlights & Development Needs)		
<ul style="list-style-type: none"> Assisted in the achievement of a 100% operational status on the AGRC for all scheduled inspections and firing periods. Assisted in the achievement of an average award fee score of 97.5%. Assisted Program Manager in exceeding the cost savings goal for FY-95 by 132%. Performed duties as safely representative in an outstanding manner. Contributed significantly in the areas of training, inspections sites specific plan, and raising associate awareness levels. Consistently performs most tasks in a timely manner and ensures quality results. Improved customer satisfaction by exhibiting a "can do", positive attitude. 		<p>Strengths</p> <ul style="list-style-type: none"> Completes assigned tasks with little or no supervision. Self motivated. Timeliness Supports customer excellence. Seeks to improve skills Seeks positions of greater responsibility 		<p>Development Needs</p> <ul style="list-style-type: none"> Requires training and more hands on experience in electronics and circuit card repair. Requires certification as a safety representative. Develop TQ skills and utilize tools Written and verbal communication skills (choice of words/fact) Making the tough decision early enough. Leadership skills and developing subordinates leadership and technical skills. Exposure to, and development toward understanding the "big picture". <p>(contract, customer, corporation)</p>		<p>Code</p> <p>ND AS AS EX AS ND AS AS ND AS ND</p>
<p>Potential Next Moves</p> <p>Short Term - (0-2 Years) Supervisor/OAMC Specialist</p>		<p>Long-Term (2-5 Years) Deputy Project Manager</p>		<p>Business Acumen - Strives to enhance the reputation of AlliedSignal, but needs to develop communication skills and broaden perspective of the contract. Customer Focus - Strongly committed to obtaining a high degree of customer satisfaction. Vision and Purpose - Usually takes positive steps to meet management's objectives. Sometimes unable to see the big picture. Values and Ethics - Communicates honestly, and clearly communicates concerns to management. Bias for Action - Self starter who usually manages priorities and completes assigned tasks correctly the first time. Allocates time effectively. Commitment - Supports management's objectives in most cases. Has been hesitant at times to support new methods. Teamwork - Actively participates in TQ sessions and endeavors to maintain a strong relationship with co-workers. Must learn to repel the negative influence of others. Innovation - Continues to seek cost saving opportunities and improvements to current operations. Must learn to listen to others and try new ideas. Developing People - Constantly ensures that safety is at the forefront of everyone's mind. Needs to develop and demonstrate leadership capabilities. Performance - Consistent in the performance of daily duties. Performs most assigned tasks to standard. Maintains a high level of motivation. Technical - Displays a knowledge in most areas of target systems and equipment associated with the AGRC. Needs to develop skills in the areas of electrical and electronic troubleshooting. EX = Exceeds Standard AS = At Standard ND = Needs Development MA = Not Applicable/ Not Demonstrated</p>		<p>Employee Signature indicates that a joint discussion with the manager has taken place and does not necessarily signify employee's agreement to the manager's assessment/evaluation.</p> <p><input type="checkbox"/> Indicates Employee has made comments regarding objectives, discussion, etc., and the comments are attached</p>
<p>Manager _____ Date _____</p>		<p>Employee _____ Date _____</p>		<p>Second Level Review/Date _____</p>		

AlliedSignal

Employee Name: Jerry L. Temple

S.S. No: 416-84-8904

Continuous Improvement Summary

16

- Assisted in the achievement of 100% operational status on the AGRC.
- Assisted in the achievement of 99% performance score for FY 97.
- Assisted the Program Manager in exceeding the cost savings goal of \$45,000 by 176%.
- Performed duties as associate safety representative in an outstanding manner. There were no recordable accidents during FY 97.
- Improved customer satisfaction by exhibiting a positive "will do" attitude.
- Took the lead in completing the stairs handrail "u-do-it" project to bring the railing up to OSHA Standards.

Summary**Strengths**

- Highly self-motivated.
- Supports customer excellence.
- Willingly takes on other areas of responsibility.
- Timely.
- Reliability - has been there when we needed him.
- Focuses on safety.
- Shares knowledge with co-workers to enhance their growth.
- Able to follow and enforce policy and procedure.
- Flexibility of work schedule.

Development Needs

- Improve technical skills (electrical and electronic).
- Requires certification as a safety representative/ forklift trainer.
- Develop TQ skills and utilize tools.
- Written and verbal communication skills needs development.
- Making the tough decision.
- Developing subordinates leadership and technical skills.
- Familiarization with contract.

(Summarize Highlights & Development Needs)Code*
(see below)

Business Acumen Needs to further develop communication and learn the contract requirements. Needs to portray his self more professionally.

Customer Focus Has a great attitude toward customer satisfaction. Always willing to meet customer needs.

Vision and Purpose Always supports management's goals.

Values and Ethics Honest and ethical to the highest standard, and voices concerns to management when something is amiss, always follows policy and procedure.

Bias for Action Self-starter who effectively manages time. Improvement of organizational skills are necessary.

Commitment Supports new ideas and methods. Needs to calculate on the voices of associates and management to expand on changes.

Teamwork Actively participates in TQ sessions and listens to ideas of others.

Needs to help others achieve new innovation.

Innovation Seeks cost saving opportunities and improvements to current operations. Needs to actively listen to subordinates and expand upon innovative ideas.

Developing People Safety focused, sets the example for others to emulate. Performance Consistent on a daily basis. Maintains a high level of motivation. Technical Displays a strong knowledge of target systems and equipment associated with the AGRC. Needs to develop more depth of electrical and electronics technical skills.

EX = Exceeds Standard AS = At Standard
ND = Needs Development NA = Not Applicable/ Not Demonstrated

ND EX EX EX AS AS ND AS AS ND

- Attend courses or workshops to improve written and verbal communication skills.
- Attend technical courses to improve electrical/ electronic troubleshooting skills.
- Learn the contract.
- Practice utilization of TQ skills/ tools on a daily basis.

Potential Next Moves

Short Term - (0 -2 Years)

QA/QC

Long-Term (2-5 Years)
Deputy Project Manager

[Signature]
Manager

[Signature]
Employee

[Signature]
Date

[Signature]
Second Level Review/Date

Employee Signature indicates that a joint discussion with the manager has taken place and does not necessarily signify employee's agreement to the manager's assessment/evaluation.

☐ Indicates Employee has made comments regarding objectives, discussion, etc. and the comments are attached



CONTINUOUS IMPROVEMENT SUMMARY

Employee Name: Jerry Temple SSN: 416-84-8904

Performance Highlights and Targets Missed (Results compared to objectives)



- Assisted in the achievement of 100% operational status on the AGRC.
- Assisted in the achievement of 100% performance score for FY 98 in the third quarter.
- Performed duties as associate safety representative in an outstanding manner. There were no recordable accidents during FY 98.
- Presented and displayed a positive attitude toward the customer at all times.
- Assisted in change of the supply parts system by taking charge and having a "can do attitude"
- Assisted in the manufacture of new Combined Relay Automated Box (CRAB) to operate AMTCs.

Strengths	Development Needs
<ul style="list-style-type: none"> -Highly self-motivated. -Supports customer excellence. -Willingly takes on other areas of responsibility. -Timely. -Reliability - has been there when we needed him. -Focuses on safety. -Shares knowledge with co-workers to enhance their growth. -Able to follow and enforce policy and procedure. -Flexibility of work schedule. 	<ul style="list-style-type: none"> -Improve technical skills, such as, Computer software applications and high pressure hydraulics. -Requires certification as a safety representative/ forklift trainer. -Develop TQ skills and utilize tools. -Written and verbal communication skills needs development. -Developing subordinates leadership and technical skills. -Familiarization with contract.

(Summarize Highlights & Development Needs)		Code*
Business Acumen	Understands contract requirements. Familiar with range operations and can adjust to the customer needs on short notice.	ND
Customer Focus	Has a great attitude toward customer satisfaction. Always willing to meet customer needs.	EX
Vision and Purpose	Supports management goals. Assist in meeting Army's goals and training requirements.	AS
Values and Ethics	Honest and ethical to the highest standard, and voices concerns to management when something is amiss, readily supports policy and procedure.	AS
Bias for Action	Self-starter needs to manage logistic time away from field. Improvements of organizational skills are necessary.	AS
Commitment	Takes ownership of job task and delivers on commitments. Actively participates in TQ sessions and listens to ideas of others. Needs to help others achieve new innovation.	EX
Innovation	Seeks cost saving opportunities and improvements to current operations. Needs to establish process for continuous improvement.	AS
Developing People	Safety focused, sets the example for others to emulate. Consistent on a daily basis. Maintains a high level of motivation.	EX
Performance	Displays a strong knowledge of target systems and equipment associated with the AGRC. Needs to develop more depth of electrical and electronics technical skills.	EX
Technical		ND

* EX=Exceeds Standard AS=At Standard ND=Needs Development NA=Not Applicable/Not Demonstrated

Attend courses or workshops to improve written and verbal communication skills.
Attend technical courses to improve software applications troubleshooting skills
Practice utilization of TQ skills/ tools on a daily basis.

Potential Next Moves Short Term (0-2 years): QA/QC Long Term (2-5 years):
 James L. Hedges
 Jerry Temple
 Manager Employee Date 2/25/99
 Second Level Review/Date 1

Deputy Project Manager
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Honeywell

Employee Name: Jerry L. Temple

Social Security Number: 416-84-8904

Continuous Improvement Summary**Performance Summary****Performance Highlights and Targets Missed and Development Plan**

- Performed duties as Associate Safety Representative in an outstanding manner.
- Organized and arrange Supply Room to facilitate better accountability standards.
- Aided in the design of Petroleum, Oil, Lube (POL) Storage Facility.
- Presented and displayed a positive attitude towards the customer at all times.
- Commence developing associates to a higher maintenance standards.
- Completed DS/GS Training.

Success Attributes and Behaviors

	EX	AS	ND	NA
Business Acumen	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Customer Focus	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Vision and Purpose	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Values and Ethics	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Bias for Action	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Commitment	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Teamwork	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Innovation	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Developing People	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Performance	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Technical Skills	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

EX = Exceeds Standard
ND = Needs DevelopmentAS = At AlliedSignal Standard
NA = Not Applicable**Capabilities Summary****Strengths**

- Highly Self-motivated
- Supports Customer Excellence
- Willingly takes on other areas of responsibility
- Timely
- Reliability - has been there when we needed him.
- Focuses on safety.
- Shares knowledge with co-workers to enhance their growth
- Able to follow and enforce policy and procedure
- Flexibility of work schedule

Development Needs

- Improve technical skills, such as, computer software applications and electronics
- Requires certification as a safety representative/ forklift trainer
- Develop TQ skills and utilize tools
- Written verbal communication skills need development
- Developing subordinates leadership and technical skills
- Familiarization with contract

Development Actions and Timing

- Attend courses or workshops to improve written and verbal communication skills.
- Attend technical courses to improve software application troubleshooting skills and electronics knowledge
- Practice utilization of TQ skills/tools on a daily basis

Potential Next Moves**Short Term - (0-2 Years)**

CNAOC

Long Term (2-5 Years)

Deputy Project Manager

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Date

Second Level Review/Date

Employee signature

Employee

3/9/00

Honeywell**CONTINUOUS IMPROVEMENT SUMMARY**

Employee Name: JERRY L. TEMPLE

Results Overview**Performance Highlights and Targets Missed (results compared to objectives)**

- Assisted in the achievement of 100% operational status on the AGRC.
- Assisted in the achievement of 94% performance score for FY 2000 as an overall average.
- Performed duties as associate safety representative in an outstanding manner. There were no recordable accidents during FY 2000.
- Presented and displayed a positive attitude toward the customer at all times.
- Assisted in change of targetry systems and needs of the customer by taking charge and having a "can do attitude".
- Assisted in the TQ process in order to fulfill customer requirements.

Summary

Strengths	Development Needs
<ul style="list-style-type: none"> Highly self-motivated. Supports customer excellence. Willingly takes on other areas of responsibility. Timely. Reliability - has been there when we needed him. Focuses on safety. Shares knowledge with co-workers to enhance their growth. Able to follow and enforce policy and procedure. Flexibility of work schedule. 	<ul style="list-style-type: none"> Improve technical skills, such as, Computer software applications. Improve TQ skills and utilize tools. Written and verbal communication skills needs development. Developing subordinates leadership and technical skills. Further familiarization with contract.

Success Attributes and Behaviors

(Summarize Highlights & Development Needs)	Code*
Business Acumen	AS
Customer Focus	EX
Vision and Purpose	AS
Values and Ethics	EX
Bias for Action	ND
Commitment	EX
Teamwork	AS
Innovation	AS
Developing People	AS
Performance	EX
Technical	ND

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Development Actions and Timing

Attend courses or workshops to improve written and verbal communication skills.
 Attend technical courses to improve software applications troubleshooting skills.
 Oct/01 Train more on software updates and scenario creation

Potential Next Moves

Short Term (0-2 years):
Long Term (2-5 years):QA/QC
Project Manager

James L. Hodges
 James L. Hodges
 Manager

Jerry L. Temple
 Jerry L. Temple
 Employee

Date 2/21/2001

Second Level Review/Date

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Employee Name: JERRY L. TEMPLE

Results Overview

Performance Highlights and Targets Missed (results compared to objectives)

- Assisted in the achievement of 100% operational status on the AGRC.
- Assisted in the achievement of 95.8% performance score for FY 2001 as an overall average.
- Performed duties as associate safety representative in an outstanding manner. There were no recordable accidents during FY 2001.
- Presented and displayed a positive attitude toward the customer at all times.
- Assisted in change of targety systems and needs of the customer by taking charge and having a "positive attitude".
- Assisted in the TQ process in order to fulfill customer requirements.

Strengths

- Highly self-motivated.
- Supports customer excellence.
- Willingly takes on other areas of responsibility.
- Timely.
- Reliable - Always dependable
- Focuses on safety.
- Shares knowledge with co-workers to enhance their growth.
- Able to follow and enforce policy and procedure.
- Extremely flexible

Development Needs

- Improve technical skills in Computer software applications.
- Written and verbal communication skills needs development.
- Develop knowledge of Electrical Code

Success Attitudes and Behaviors

(Summarize Highlights & Development Needs)	Code*
Business Acumen	AS
Customer Focus	EX
Vision and Purpose	EX
Values and Ethics	EX
Bias for Action	ND
Commitment	EX
Teamwork	AS
Innovation	AS
Developing People	EX
Performance	EX
Technical	ND

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Development Actions and Training

- Oct/02 Attend courses or workshops to improve written and verbal communication skills.
- Oct/02 Attend technical courses to improve software applications troubleshooting skills.
- Oct/02 Train more on software updates and scenario creation.

Short Term (0-2 years): QA/QC
Long Term (2-5 years): Project Manager

Roger L. Singletary
Manager

Jerry L. Temple
Employee

Date 02/04/2002 /
Second Level Review/Date

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Honeywell

Employees must abide by and uphold the Code of Business Conduct and all laws.

Continuous Improvement Summary

Employee Name: Jerry Temple		Employee ID: E039400													
Performance Summary Ammo-45 Level One Awareness Gift Certificate for helping with contract proposal Basic Supervision (Motivation) Non-credited Howard community college (24 Hours) Intro to Microsoft Excel. Non-credited Howard community college (24 Hours)		Honeywell Behaviors Growth and Customer Focus Leadership Impact Gets Results Makes People Better Champions Change and Six Sigma Fosters Teamwork and Diversity													
GOALS To learn more of the Administration part of the contract. To learn how to effectively counsel and reprimand my subordinates To achieve and maintain sales of 1.8M and a profit margin of 90% of the award fee pool + the base fee. Encourage self improvement for my subordinates (40 hours of continuous training) Initiate at least two process/contract improvement suggestions to the customer Ensure that subordinates have updated resumes in the HR database Achieve zero days away from work (unexcused) and (no loss-time accidents) To achieve more knowledge of the Range Operations (Range Control) To maintain the highest standard of customer satisfaction commitment.		Rate the Honeywell Behaviors using the following Ratings EX = Exceed Standards AS = At Honeywell Standards ND = Needs Development MA = Not Applicable/Not Demonstrated													
Strengths Highly motivated needs little or no supervision Long term safety and environmental teacher Willing to do what is demanded of to contribute to the contract Honest and timely		Development Needs To learn to counsel individuals To acquire more skills in the electrical and electronics field													
Development Actions Pursue course on effective supervision counseling strategy To acquire more skills in the electronics and electrical field		<table border="1"> <thead> <tr> <th>Type</th> <th>Timing</th> </tr> </thead> <tbody> <tr> <td>Assignment</td> <td>Immediate</td> </tr> <tr> <td>Assignment</td> <td>Continuation</td> </tr> <tr> <td>Assignment</td> <td></td> </tr> <tr> <td>Assignment</td> <td></td> </tr> <tr> <td>Assignment</td> <td></td> </tr> </tbody> </table>		Type	Timing	Assignment	Immediate	Assignment	Continuation	Assignment		Assignment		Assignment	
Type	Timing														
Assignment	Immediate														
Assignment	Continuation														
Assignment															
Assignment															
Assignment															
Potential Next Move - Short Term (0-2 Years) Deputy Program Manager		Potential Next Move - Long Term (2-5 Years) Program Manager													
Employee Signature * Jerry I. Temple	Date 20 FEB 03	Manager Signature [Signature]	Date 20 FEB 03												
Manager Signature (Mid-Year Update)		Manager Signature (Mid-Year Update)													

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